

CITATION FOR VIOLATION OF MASSACHUSETTS WAGE AND HOUR LAWS



The Commonwealth of Massachusetts  
Office of the Attorney General  
Fair Labor Division  
One Ashburton Place, Rm. 1813  
Boston, MA 02108

Paul G. Kauranen

Order of Restitution \$ 33,014.90       Civil Penalty \$13,000.00      Total Due \$46,014.90

You are hereby ordered to rectify all infractions immediately and to comply with all provisions of Massachusetts General Laws, Chapters 149 and 151.

Second or subsequent offense

After an investigation by the Fair Labor Division, you have been found in violation of the following provision(s) of the Massachusetts General Laws:

M.G.L. c.149, § 148   Failure to make timely payment of wages due and owing from 12/08/09 to 11/10/10:  
Violation #

1.	<input checked="" type="checkbox"/>	Employee: <u>Axel Gudiel</u>	Restitution: <u>\$7,268.92</u>
2.	<input checked="" type="checkbox"/>	Employee: <u>Wilfredo Lopez</u>	Restitution: <u>\$5,979.76</u>
3.	<input checked="" type="checkbox"/>	Employee: <u>Igor Silva</u>	Restitution: <u>\$4,960.70</u>
4.	<input checked="" type="checkbox"/>	Employee: <u>Nelson Ortega</u>	Restitution: <u>\$3,064.12</u>
5.	<input checked="" type="checkbox"/>	Employee: <u>Paulino Ordóñez</u>	Restitution: <u>\$2,787.55</u>
6.	<input checked="" type="checkbox"/>	Employee: <u>Ever Florian</u>	Restitution: <u>\$2,560.45</u>
7.	<input checked="" type="checkbox"/>	Employee: <u>Airton Dos Santos</u>	Restitution: <u>\$1,275.75</u>
8.	<input checked="" type="checkbox"/>	Employee: <u></u>	Restitution: <u>\$2,555.00</u>
9.	<input checked="" type="checkbox"/>	Employee: <u></u>	Restitution: <u>\$1,787.50</u>
10.	<input checked="" type="checkbox"/>	Employee: <u></u>	Restitution: <u>\$775.15</u>

Willful  Non-willful

See attached for list of additional violations.

Pursuant to M.G.L. c. 149, section 27C(b)(2), in determining the amount of the civil penalty (if any), the following factors have been taken into consideration where the information was available and where applicable: previous violations (if any), the employer's intent, the number of employees affected, the monetary extent of the violation(s), and the total monetary amount of the public contract or payroll involved.

Citation #WH110146

Inspector: Christina Proietti Date issued: 11/4/11

By Certified Mail # 7009 2250 0004 0998 8425 and

First Class Mail 11/4/11

(See Reverse for Payment Instructions and Right of Appeal)